JOINT REFERENCE
LIBRARY

Local Government
SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 24. Vol. XXII | DECEMBER, 1943 | THREEPENCE

WHITLEY COUNCIL NOW REALLY NATIONAL
—Page 491

WHITLEYISM REBORN

THE agreement for the reconstitution of the National Whitley Council which we record this month is a matter of historic importance for the local government service. It has now been ratified by the National Whitley Council itself, by three out of the four associations of local authorities concerned, and by the National Executive Council of NALGO. Ratification by the Rural District Councils' Association and adjustment by the fifteen Provincial Councils of their constitutions on the lines agreed has yet to come, but this process should not now be protracted. Within a month or two the strengthened organism of collective negotiation in the local government service should be complete and actively functioning.

On another page we record the history of the negotiations, the many problems which had to be solved, and the solution reached. We do not, therefore, propose to recapitulate those matters here, but rather to explain more broadly the character and implication of the changes now to be made; for it is essential that these should be understood and supported throughout the whole range of Association membership.

Negotiators' Triumph

Firstly, however, let us congratulate the negotiating parties on the agreement they have reached. The obstacles they encountered were most difficult, requiring for their solution not only goodwill but an over-riding belief in the virtue of Whitleyism—as a means both of achieving harmonious relations between the local authorities and their staffs on service conditions, and also of improving the calibre and efficiency of the local government service in times of crisis and in the happier times which are to come. In the interests of that faith—which was happily present all through the negotiations—it was incumbent on the parties to accommodate divergent views to the utmost degree possible. Success has been achieved because all showed themselves capable of doing that.

NALGO can fairly claim that the strengthened edifice now to be erected is the result of its initiative; but it will gladly acknowledge that no such result could have been achieved without an equal loyalty to Whitleyism, and no less an appreciation of its values to local government and to the national interest by the local authority representatives who took part in the negotiations. That the local authority members of the existing National Council could be counted upon for loyalty to Whitley principles goes without saying. They would not otherwise have been where they were, constituting the employers' side of the Council, as nominees of Provincial Councils formed through the voluntary support of the Whitley principle by local authorities in large numbers.

It is only right to say, however, that the representatives of the local authority associations who, quite properly, had their own views to put forward as to the manner in which their associations could be directly and officially represented in a reconstituted Whitley machine, also showed a fine appreciation of the spirit and objects of Whitleyism. Supporters of Whitleyism everywhere can, therefore, look forward to a strengthened and expanded embodiment of its principles in the local government service as a result of the measures now agreed upon. They will join with us in expressing profound appreciation to Sir Edward Forber for his indispensable good offices in smoothing out so many difficulties in the negotiations. The efforts he made, and the high ability, tact, and fairness he displayed, have earned the lasting gratitude, not only of those more directly concerned with the negotiations, but of all who have the advance of local government at heart.

ON OTHER PAGES

	Page
AT LAST—A REALLY NATIONAL WHITLEY COUNCIL	491
WHITLEYISM—WHAT IS IT AND HOW IT WORKS	492
WHITLEYISM—AS IT WAS	493
N.E.C. ACCLAIMS MORE SUCCESSES	494
"THE LAMP STILL BURNS"—A Fine Film Tribute to Nurses	495
HOW TO ORGANISE THE HOSPITAL NURSE, by Sister M. C. Bell	495
AT RANDOM, by "Hyperion"	496
THE MINISTER SENDS A CHRISTMAS GREETING, by Alan Dixon	496
MORE BRANCHES SWELL B. and O. FUND	496
GHOST OF MUCH COWSLIP, by "Jackass"	497
READERS' FORUM: MORE ON T.U.C. AFFILIATION	498
SAVE INCOME TAX BY INSURANCE	502
ROLL OF HONOUR	503
NALGO IN SCOTLAND, by Alan Prockter	504
DISTRICT COMMITTEES and T.U.C. AFFILIATION	504
SALARIES AND SERVICE CONDITIONS	504

Government's Support

Why are the changes now to be made of such outstanding importance? To answer this question we must recall the inception and development of the negotiations now so successfully concluded. NALGO, as is well known, has for many years past pursued Whitleyism as a settled policy—not only for the adjustment of relations between employers and staffs, not only for the removal of service conditions which have been a blot upon local government, but for the improvement of the calibre of the service and its development to the standards needed to meet the calls which the nation makes upon it for good government and social advance.

A large measure of success attended the Association's efforts to establish and further Whitleyism by direct contacts with individual local authorities. But it became apparent before the war, and still more after war had broken out, that, widespread as was the support of Whitleyism among the local authorities themselves, the Whitley policy could not achieve its full potentialities, nor indeed cope adequately with the crop of problems which arose for the service, and for the local authorities, as a result of the war, unless it were further expanded and strengthened. Whitleyism had for long been practised by the Government in the civil service; and the Government had repeatedly commended the system to local authorities generally. The time had come now, the Association felt, for the Government to use its influence more powerfully and vocally. The Government's answer to a request for its assistance was, put briefly, that it would give its support to any moves to bring the local authority associations into official support of Whitleyism. After some hesitation on the ground that the present time was not opportune, the local authority associations eventually agreed to participate in negotiations. At the outset it was manifest that they found impediments of various kinds in the existing constitution of the National Whitley Council. The County Councils' Association, in particular, saw, as many individual county councils had already seen, the danger of a submergence of their interests by the more numerous small or purely urban constituents if they joined the Provincial and National Councils on the existing footing. Direct representation of the associations became, therefore, not merely a condition of their own official support, but a means of correcting and balancing the employers' side representation so as to remove impediments to full participation in Whitleyism by every type of authority.

Commended to All Authorities

The arrangements now agreed do not mean that local authorities are brought into Whitleyism compulsorily; but that their own democratic organs of collective expression and effort now officially commend Whitleyism to all local authorities and directly participate in its machinery. We doubt whether there is any active antagonism towards Whitleyism among local authorities who may not now participate in it, but there is much misunderstanding of it and much ignorance of its value to the local authority. There can, therefore, be no doubt that the powerful support of the local authority associations will go far to expand its range and influence. In particular, the obstacles which deterred the county councils from taking any appreciable part in it are now removed.

The constitution of the Provincial Councils will not be changed in the same way. They will continue to be representative of the individual local authorities which participate in them, without any direct representation of the local authority associations upon them. To accommodate the new element of representation in the National Council while maintaining it at workable size, the numerical representation of the Provincial Councils upon it will be reduced. All the Provincial Councils will, however, continue to be represented

More important is the relationship between the Provincial Councils and the National Council, and this, not unexpectedly, provided the negotiators with one of their most difficult problems. For, while the Provincial Councils were naturally jealous of their autonomy and keen to preserve it, it is clear that the National Council must have overriding authority if—as all the negotiating parties contemplate—it is to take the leading rôle among the organs of Whitleyism and be, in fact, the ultimate court of appeal on all matters with which Whitleyism deals. Moreover, if the representation of the local authority associations is to be at the national, but not the provincial level, they manifestly could not countenance a complete autonomy for the Provincial Councils.

The nature of the difficulties encountered and the significance of the changes now to be made can be understood only in the light of the past development of Whitleyism. When it first secured a foothold in the local government service shortly after the last war it included a national and several provincial councils. For one reason and another, the national body did not persist. On the other hand, the Provincial Councils took firm root; and, for a score of years or more now, have exercised great influence and achieved an amazing volume of work in their respective areas. Just before the war, intensive efforts by NALGO resulted in the establishment of several new Provincial Councils. Soon after the war broke out, through a continuation of those efforts, the chain of Provincial Councils became complete. At about the same time, the National Council was successfully revived. In the meantime, however, the Provincial Councils, old and new, had proceeded themselves to deal with a full range of service-conditions work and problems in their own areas, and, in fact, even the newest of them had formulated their area grading schemes and scales of pay. The National Council has dealt with war bonus and other questions which have arisen in war-time and called for uniform settlement; but no one will pretend that its scope has been such as naturally falls to the national organ in a comprehensive structure of Whitleyism.

A Sensible Arrangement

Had Whitleyism in the local government service been fully established on its recognised basis at the outset, there is no doubt that its National Council would have dealt with, or, at any rate, exercised oversight over, much of the work which has so far been done by the provincial bodies. The situation having, in fact, developed as it did, the Provincial Councils, representing a solid body of support for Whitleyism, with much practice in its work and principles, might well feel disturbed by the introduction of any strengthened national body at this stage. We think, however, that those on the Provincial Councils who give Whitleyism so much principled support will be the first to recognise the pre-eminent rôle which the reconstituted National Council must henceforth play. Nevertheless, the position called for a statesmanlike arrangement which would preserve the achievements of the Provincial Councils, bridge the transition, and ensure for them a continuing participation in current and future tasks.

We do not propose to deal in detail here with the lines on which it has now been agreed to adjust the relations between the National and the Provincial bodies, but we invite all concerned to study these details; and we think it will be agreed that they provide a sensible and workable arrangement. There should be no immediate disturbance of the work done by the Provincial Councils and, even in regard to matters which arise in future, they will have an essential rôle to play in all the tasks of Whitleyism. On the other hand, the way is open for the National Council, co-operating with the Provincial Councils, to move eventually towards the fulfilment of the major rôle which all exponents of Whitleyism will accord it.

Some conflict of principles—all cogent and all sincerely held—arose upon the question of the inclusion or exclusion of clerks to local authorities from the scope of the National Council. The arrangement arrived at strikes us as a sensible one, doing justice to all the principles involved. The clerks themselves were generally opposed to "automatic" inclusion—an attitude inspired more by their conception of their correct relationship to the local authorities and to the public than by their personal interests—and it was important to acknowledge this principle.

The proposal that the National Council should have an independent chairman is, we consider, warranted in the circumstances, though it involves a break from established practice. Some will feel that an independent chairman would give the National Council greater prestige. That is not a necessary consequence of such an appointment, although if it follows as a fact, all will be pleased. A more important factor, in our view, is the greater confidence an independent appointment will instil in quarters outside the service but which nevertheless claim a legitimate interest in it as subserving public work and aims.

Recruitment and Training

In conclusion, we hope that some way will be found to bring questions of recruitment, training, and qualifications—the kind of question, that is to say, that was dealt with in the Hadow Report—under the aegis of Whitleyism, and in particular of the new National Council. At the time of the Hadow Report, it was NALGO's considered view that all these matters could best be dealt with through Whitley machinery. The course officially taken was the establishment of an *ad hoc* advisory committee, which has, in fact, never functioned. In the discussions which have lately centred round local government reform, the topics of the Hadow Report are again well to the fore; and regrets are being expressed in many quarters that more has not been done to implement it. What has been done has, in fact, been done through Whitley machinery. It is opportune, therefore, to plead once again that Whitleyism should be recognised as the most appropriate channel through which to deal with standards of recruitment, training, and qualification.

There is, we know, an argument that some of the questions which arise under these heads, particularly that of qualifications, ought not to be dealt with by machinery which works very largely in the atmosphere, and through the procedure, of bargaining. If, however, the local authorities are to be advised by expert committees in fields such as this, they can well be advised by one which is in organic relationship with Whitley machinery, especially if provision is made for independent consultants upon such a committee. Qualifications are, after all, indissolubly associated with service conditions, and, while they need not be dealt with by Whitley machinery in quite the same way as are service conditions, there will still remain the need to convey and commend agreed findings to the local authorities, and we can conceive of no better way than the Whitley way already established.

It is also sometimes argued that the right line of approach should be through prescription of qualifications by the Government. It is not likely, however, that the Government would prescribe qualifications over the whole range of local government at once. The local authorities, through Whitleyism, can do much to explore the ramifications of this subject in advance, and to get agreement upon substantial parts of it through the agencies of Whitleyism. If an office or employment became so important that it was imperative to prescribe the qualifications for it by Governmental decree, the Government could still take that course—often by applying standards adopted by Whitleyism. We are, therefore, glad to note that the revised consititution of the National Council leaves the way open for it to extend its work into this sphere.

"LOCAL GOVERNMENT SERVICE"

More Copies Available

The Ministry of Supply has increased the allocation of paper for "Local Government Service," enabling us to publish, for the time being, 98,000 copies monthly, compared with 84,500 during recent months.

This month and next, branches are being sent increased numbers amounting to approximately 80 per cent of their membership on October 31, 1942. In February, it is hoped to revise the allocation on the basis of 1943 membership.

Where separate parcels are sent to sub-branches, sections, and departments, the present allocation will continue for the time being and any surplus due to the branch as a whole will be sent to the branch secretary, who has been asked to distribute it in accordance with membership.

The purpose of the increased allowance is to make more copies available for members in the Forces. Branches are, therefore, asked to make sure that every member in the Forces to whom the journal can be sent receives his copy regularly. Members in the Forces can help by informing their branches promptly of changes of address.

Circulation is still some 30,000 copies short of membership, and members at home are, therefore, asked to continue sharing their journals and passing them on when they have been read. We cannot afford to allow a single copy to be wasted.

The Great Opportunity

PARLIAMENT has opened what may prove to be, for local government, as for the nation, the most important session for many years. After the four years' lull in domestic legislation, we are promised a spate of new measures—on education, health, social insurance, redevelopment, housing, town and country planning, and the franchise—which will affect the local government service profoundly, calling for all the constructive thought and administrative ability it can command. Upon the manner in which it seizes the opportunities of the next few months, the future of our local government system will depend.

During this period of exceptional interest to all NALGO members we hope in this journal, as far as very limited space will allow, to direct attention to the tasks ahead. We hope that readers will support that endeavour, not only by studying the views put forward, but also by contributing their own. It is often urged, at NALGO meetings, that local government officers themselves—the "rank and file" of the service—have a contribution of value to make to its improvement. Here is a chance to put that claim to the test.

"Building An Efficient Nation"

SOME readers may have wondered why, in his article under the above heading in last month's journal, Mr. C. A. Norman made no reference to the Government White Paper on Education. The explanation is simple. The article was submitted some months ago, before the White Paper had been issued. When space became available for it, there was no time to invite Mr. Norman to revise it in the light of the White Paper and, considering that the main principles outlined were unaffected by the Government proposals, we published the article as it had been written.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

At Last—A Really National Whitley Council

ON November 17, the National Whitley Council for the local government service held a meeting which may prove as momentous a milestone in the progress of the local government officer towards better working conditions as was the adoption by Parliament of the Superannuation Acts of 1937. For on that day the Council amended its constitution to provide, for the first time since it was formed in 1920, for the inclusion on its employers' side of representatives not only of such individual local authorities as could be persuaded to agree to the principle of collective bargaining, but of also the four associations of local authorities—the County Councils' Association, the Association of Municipal Corporations, the Urban District Councils' Association, and the Rural District Councils' Association.

Before November 17, the National Whitley Council, though it had invaluable pioneer achievements to its credit, and had made substantial progress along the road to better and more equitable salaries and service conditions for local government officers, was strictly misnamed: it was not national. Notwithstanding the great expansion of collective bargaining during the past few years, it was recognised and supported by only 700 out of the 1,530 local authorities in the country. Fifty-five out of the 62 county councils, 20 out of 83 county boroughs, 135 out of 309 non-county boroughs, the Corporation of the City of London, 261 out of 572 urban districts, and 358 out of 475 rural districts, refused either to share in its deliberations or to recognise the proposals resulting from them.

NALGO's Initiative

That position has now changed. For the decision of the associations of local authorities to recognise and take part in the work of the National Whitley Council, and the decision of the Council to accept them and to reconstitute itself on a broader and more up-to-date basis, will bring in to the machinery of joint negotiations, directly or indirectly, practically all the local authorities in the country.

This development, which is likely to have far-reaching effects on the future of the local government service, is the outcome of long and difficult negotiations conducted during the past three years between NALGO, the associations of local authorities, and the National Whitley Council, with the powerful support of successive Ministers of Health. Although many members of NALGO knew that the negotiations were in progress, we have hitherto maintained silence, lest premature comment might endanger discussions which were at all times delicate and at some stages on the point of breakdown. Now, at last, when success has crowned them, the story can be told.

The negotiations began in 1940, when NALGO, dissatisfied with the slow development of collective bargaining in local government, sent a deputation to Mr. Walter Elliot, Minister of Health, and Lt.-Col. D. J. Colville, Secretary of State for Scotland. The deputation drew attention to the limited acceptance of Whitley machinery in local government, urged that this was having a damaging effect on the efficient operation of the service and was hampering the solution of its many war-time problems, and sought the Government's aid in securing a more fully representative system.

Both Ministers expressed their sympathy with the Association's views. In Scotland, more progress had been made than in England and Wales, and two asssociations of authorities—the Convention of Burghs and the Associations of Counties of Cities—were already represented on the Scottish Joint Industrial Council, only the Association of County Councils in Scotland standing outside. Last year that association also came in, thus giving Scotland a fully representative Whitley Council, whose decisions are generally recognised and observed by all local authorities.

In England and Wales, the position was more difficult, since none of the four local authorities' associations would recognise the National Whitley Council as then operating. The Minister of Health, however, undertook to approach the associations, and at a meeting with their representatives in November, 1940, urged them to reconsider their attitude to Whitleyism, pointing out that joint negotiation was the accepted policy of the Government, and suggesting that they should meet NALGO and endeavour to reach agreement. The first response of the associations was that, although they were sympathetic to the principles of Whitleyism, they did not consider it practicable to discuss the matter during the war. But this reply satisfied neither NALGO nor the Minister, and after further pressure by the latter—then Mr. Malcolm MacDonald—the associations abandoned it and agreed to appoint a negotiating committee and to meet NALGO.

Associations' Proposals

At a number of meetings in 1941, the associations outlined their objections to the existing National Whitley Council, but said that they were prepared to consider joint negotiating machinery on the following terms:

The machinery to consist of a National Council, the employers' side of which would be appointed solely by the associations of local authorities, and 18 regional committees, the proceedings of which, apart from any delegation agreed to by the national council, should be subject to confirmation of that body;

All officers of professional status, all heads of departments, and all employees for whom a national negotiating body existed or was contemplated to be excluded from the scope of the National Council;

The National Council to have an independent chairman, appointed by the Minister of Health;

The National Council to have special regard, in considering hours, wages, and working conditions, to the need for differential rates in a regional area, or in any administrative county within a regional area.

Many Difficulties Overcome

NALGO was unable to accept these proposals, which would have involved the disappearance of the existing National and Provincial Councils, to which the Association was bound by many years of loyal co-operation; limitation of the scope of the proposed new council mainly to the lower ranks of the service; and the abandonment of national salary scales, which were one of its primary aims. Despite this unpromising start, however, the negotiations continued, and early in 1942 the Association succeeded in persuading the authorities' associations to bring the existing National Council into the discussions.

Many serious difficulties were encountered, notably over the scope and functions of the reconstituted Council, its size, the representation upon its employers' side of the existing provincial councils, and the degree of control it should exercise over the provincial councils. Several times it appeared that deadlock had been reached, but on each occasion patient negotiation—and in particular the skilful chairmanship of Sir Edward Forber, who had been appointed chairman of the negotiating committee by the Minister of Health—surmounted the hurdle and finally, on October 12, 1943, complete agreement was reached between the two sides, subject only to formal ratification by the associations of local authorities, the existing National Council, and NALGO.

The reconstituted National Whitley Council, which is expected to hold its first meeting in the near future, will consist of 60 members, 30 on each side, with an independent chairman appointed by the Minister of Health. The employers' side will consist of 15 members appointed by the associations of local authorities (six by the Association of Municipal Corporations, five by the County Councils' Association, two by the Urban District Councils' Association, and one each by the Metropolitan Boroughs Standing Joint Committee and the Rural District Councils' Association) and 15 appointed by the existing provincial councils. The staff side will consist of 15 members nominated by the national organisations of employees (eight by NALGO, three by the National Union of General and Municipal Workers, two by the National Union of Public Employees, and one each by the Transport and General Workers' Union and the Hospital and Welfare Services' Union) and 15 members appointed by the existing provincial councils.

The function of the National Council is generally defined as: "to secure the largest possible measure of joint action for the consideration of salaries, wages, and service conditions of the administrative, professional, technical, and clerical staffs employed by local authorities and to consider such proposals in reference to these matters as are submitted to it from time to time by the Provincial Councils."

Recognition of Agreements

It may take any action falling within the scope of this definition, and in particular is expected to consider:

Provision of machinery for the regular consideration of salaries, wages, and service conditions.

Measures for securing recognition by all local authorities and officers of agreements relating to salaries, wages, and service conditions.

Settlement of such differences, either between the employers' and employees' sides of a Provincial Council or between local authorities and their officers, as may be referred to the Council, and the establishment of machinery, where it does not exist, with the object of preventing disputes and securing the speedy settlement of differences. When a difference is referred to the Council, it shall endeavour to settle it and, failing a settlement at the meeting at which the difference is first considered, shall appoint an equal number of representatives of the employers and of the officers to sit as an appeals committee, whose decision shall not require confirmation by the Council. The proceedings of the committee shall begin within twenty-one days after its appointment.

Collection of statistics and information, as and when agreed, on matters appertaining to the services of officers;

Encouragement of the study of methods of administration, with a view to improving the services rendered by officers of local authorities;

(Continued at foot of next page)

Whitleyism—What it is and How it Works

"WHITLEYISM" is a system of dealing with salaries, service conditions, and all other matters of mutual interest to employers and employees by means of round-table discussions between them.

It derives its name from Mr. J. H. Whitley, a former Speaker of the House of Commons who, in 1916, was chairman of a committee appointed by the Government to consider ways of ending the constant strife between workers and employers in industry.

The committee recommended the setting up in each industry of joint councils consisting of representatives of the employers and the workers, in equal numbers, to consider and make recommendations on salaries and conditions of service, and to settle disputes. These are "Whitley Councils" or "Joint Industrial Councils." The Government adopted this proposal, applied it to its own employees in the civil service, and recommended it to industry—where it has proved an outstanding success.

In local government, the growth of Whitleyism has been slow. To-day, however, the whole country is covered by Whitley Councils.

There is a National Whitley Council consisting, under the new constitution, of 30 representatives of the employers in local government—the "Employers' Side"—and 30 representatives of the clerical, administrative, technical and professional staffs—the "Staff Side"—with an independent chairman.

The National Council considers matters of concern to the local government service as a whole—such as scales of salaries, cost-of-living bonus, holidays, and sickness schemes. It can also consider methods of recruitment to the service, training, welfare schemes, and so on.

"Local Government Fit for Power"

"The capacity of the English people to govern themselves has played no small part in the development of the common law of which we are so justly proud. I hope that we shall not allow our government to become over-centralized. The great organs of local government are as fit for power in their proper spheres as any Government department."—*The Lord Chief Justice (at the swearing-in of the Lord Mayor of London on November 9).*

Each side may put forward proposals, and the other side may counter them with alternative proposals. These are then discussed by the Council as a whole and thrashed out in a spirit of goodwill and give-and-take, until agreement has been reached. No proposal is carried by the Council until it has been approved by a majority on *each* side.

In addition to the National Whitley Council, there are 15 Provincial Councils, each covering a different area of the country. The Provincial Councils also consist of equal numbers of representatives of employers and employees, and work in the same way as the National Council. They are expected to apply locally the recommendations of the National Council. They deal also with purely local matters, such as the allocation of salary scales among different types of local authority, the grading of a particular staff on the allocated scale, disputes, and grievances. The Provincial Councils are closely linked with the National Council—to the two sides of which each Provincial Council will in future elect one member—and, save in the consideration of matters delegated to them, are subject to its general control.

Below the Provincial Council there is yet another Whitley Council—the local joint committee. This is a committee consisting of an equal number of members of a local authority and representatives of its staff organisation created to apply the same system of round-table bargaining and negotiation to staff problems arising within a particular local authority.

Before the reconstitution of the National Whitley Council, Whitleyism in local government, although it had been of great benefit to local authorities and their staffs, was handicapped by the fact that only 700 out of 1,530 local authorities in the country had adopted it. This meant that, instead of one standard of salaries and service conditions for local government officers, there were many standards—the Whitley Council standard and a host of individual standards applied independently by the different local authorities.

Now that handicap is likely to be removed. For the four great associations of local authorities, of which most local authorities in the country are members, have agreed to come into the Whitley system, and have promised to urge their members to do the same. Adoption of Whitleyism remains a voluntary matter which each local authority may still decide for itself—but it is now to be hoped that all will decide to come in.

Benefits to Both Sides

Whitleyism offers great benefits to local government officers and to the local authorities. It gives to officers:

A prospect of salaries and conditions of employment which both their representatives and the representatives of their employers regard as reasonable;

A court of appeal to which they may take grievances and disputes;

Removal of questions of salary and conditions from the atmosphere of local prejudice and party politics;

A chance to put their point of view to their employers in a spirit of equality and good will; and

The prospect of a square deal.

For the local authorities, Whitleyism provides:

A guarantee that recommendations of the Whitley Council will be loyally accepted by their staffs;

The elimination of excessive and sometimes harmful competition between authorities for staff;

Fewer staff grievances and difficulties;

A chance to put their point of view to their staffs in a spirit of equality and goodwill; and

The prospect of securing a happy, loyal, and contented staff, working in eager co-operation and without friction for the good of the authority and the community it serves.

That is what Whitleyism means. Provided its spirit is fully understood and loyally observed by both sides, the reconstitution of the National Whitley Council may revolutionise the local government service of this country.

At Last—A Really National Whitley Council

(Continued from preceding page)

Health and welfare work, including the provision of such special treatment as may be necessary;

The entry into and training for the administrative, technical, and clerical services, and co-operation with the education authorities in arranging educational facilities therefor;

Measures for endeavouring to persuade local authorities and officers to become or remain members of the appropriate Provincial Council or officers' associations established to deal with the salaries, wages, and service conditions of officers and for endeavouring to secure the loyal observance of them by collective agreements; and

Co-operation with other joint councils on questions of common interest.

These functions will relate to the administrative, professional, technical and clerical staffs of local authorities except:

All clerks of local authorities, provided that it shall be permissible for the local authority and such officer to make a joint submission to the Council;

All officers with a basic salary exceeding £700 per annum only as regards the fixation of salary scales, provided that it shall be permissible for the local authority and such officer to make a joint submission to the Council in relation to salary;

All officers and servants for whom a joint industrial council or other similar national body exists for the time being;

All part-time officers and servants; and

The technical staffs of public utility undertakings who come within the purview of any national and district organisation relative thereto.

The 15 provincial councils will remain as at present constituted, their scope will be the same as that defined for the National Council, and their functions will include:

The settlement of differences between a local authority and its officers;

The allocation of existing salary scales and such scales as may be adopted in future by the Provincial Council with the approval of the National Council;

The classification of officers within the allocated scales; and

Matters arising out of the application of existing service conditions and such service conditions as may be adopted in future by the Provincial Council with the approval of the National Council.

Upon all these matters the Provincial Council may take executive action. In addition, it may consider any other matters of interest to the local government services in its area, but may not take executive action upon them without the approval of the National Council. Particular topics under this head are:

Hours, salaries, and service conditions;

The encouragement of the study of methods of administration;

Health and welfare work; and

The arrangement of lectures and conferences on subjects of general interest to the service.

Shorn of technicalities, all this means that the system of collective bargaining set up for the local government service has greatly expanded its scope. Whereas formerly it embraced a minority only of the local authorities (albeit an important minority which included most of the bigger authorities) and was likely to see its recommendations approved only by the authorities represented on the provincial councils—and not always by them—it is now truly national, having represented upon it, directly or indirectly, most of the local authorities in the country, and most of their officers.

The influence and prestige of the reconstituted council will naturally be much greater than that of its predecessor, and there is, therefore, a good prospect that its proposals will be generally accepted; moreover, the associations of local authorities have promised to use all their influence to bring their members into effective membership of the Provincial Councils.

Though local government officers have not yet, therefore, attained that complete system of national minimum scales and standards, applied by every local authority in the country, which has for so long been one of NALGO'S major objectives, they have made a big stride towards it, and the reconstituted Whitley Council, as it gets down to its task, should carry them still further along the road.

WHITLEYISM—AS IT WAS

The map shows the extent to which local authorities in England and Wales supported Whitleyism before the reconstitution of the National Whitley Council. Local Authorities which were constituent members of a Provincial Council are shown in solid black (County Councils shaded). All other authorities were not constituent members of Provincial Councils. It is to be hoped that now all these white spaces will be filled in.

PROVINCIAL COUNCIL MEMBERSHIP

	Members	Non-members
COUNTY COUNCILS	7	55
COUNTY BOROUGHS	63	20
BOROUGHS	174	135
MET. BOROUGHS	28	1
URBAN DISTRICTS	311	261
RURAL DISTRICTS	117	358
TOTAL	700	830

LOCAL GOVERNMENT BOUNDARIES.

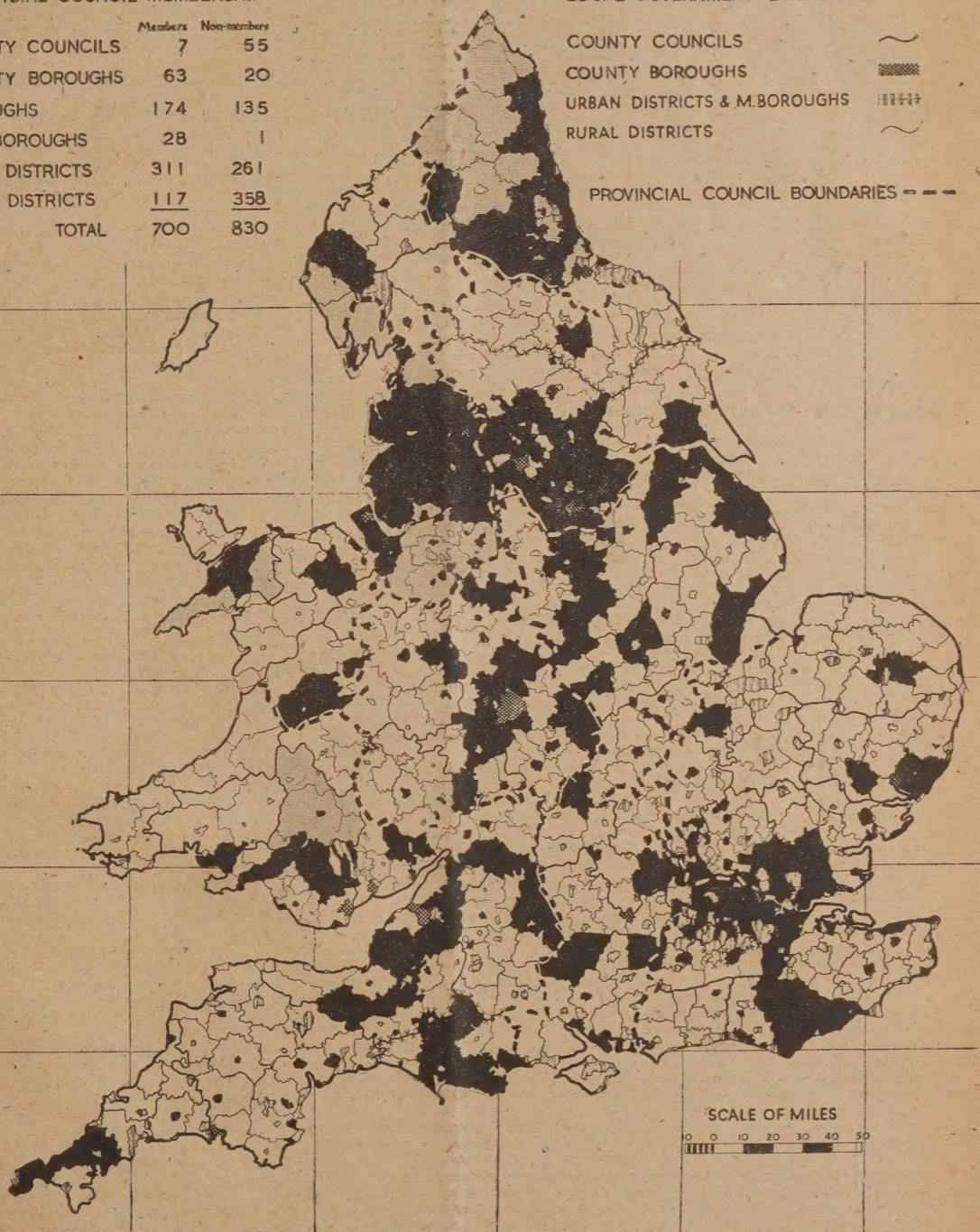
COUNTY COUNCILS

COUNTY BOROUGHS

URBAN DISTRICTS & M.BOROUGHS

RURAL DISTRICTS

PROVINCIAL COUNCIL BOUNDARIES



N.E.C. ACCLAIMS MORE SUCCESSES

SUCCESSFUL achievement was the keynote of the meeting of the National Executive Council held in London on October 23. First on the list of triumphs, of course, was the happy conclusion of the long negotiations for the reconstitution of the National Whitley Council. On learning of the agreement reached by the negotiating committee, the Council unanimously resolved:

"That this Council do place on record its appreciation of the unflagging zeal and untiring labours of Messrs. H. Allen, E. L. Riley, E. A. S. Young, F. H. Harrod and J. L. Holland [N A L G O's representatives on the committee] in their efforts to bring into being a truly national Whitley Council, and do testify that the tact, diplomacy and negotiating ability which they have displayed places the Council and N A L G O deeply in their debt."

The second cause for congratulation was the successful result of the action taken by the Association in collaboration with other organisations representing salaried workers, to secure the extension of the "Pay as You Earn" income tax scheme to all Schedule E taxpayers without salary limit. It was resolved that a message be sent to branches congratulating them upon and thanking them for the effective approaches they had made to members of Parliament, and that the thanks of the Council also be conveyed to the M.P.s who voiced the Association's claims in the House of Commons.

Thirdly, the public relations committee reported a good example of public relations work in connection with the 850th anniversary of the enfranchisement of the borough of Richmond, Yorkshire. A feature of the celebrations was the re-opening, after a lapse of 100 years, of Richmond's municipal theatre, built in 1788. As a result of action by Headquarters, articles on the anniversary and the re-opening of the theatre appeared in many national and provincial newspapers, and were sent to newspapers throughout the world through the British Council; messages were sent to Richmond by Cabinet Ministers, the United States Ambassador, and many leading dramatists, actors, and theatrical producers; an article specially written by Mr. David Brooks, the town clerk, was cabled to fourteen Richmonds through the world; two news reel cinema companies sent cameramen to Richmond; and the B.B.C. arranged a half-hour broadcast exchange between representative citizens of the borough, including the town clerk, and citizens of Richmond, Virginia.

Other matters dealt with by the Council included:

Memorial to Mr. L. Hill

A total of £1,306 7s. 6d. was subscribed by branches to the fund inaugurated in January to perpetuate in N A L G O the memory of the unique services rendered to the Association by Mr. L. Hill, for 34 years its general secretary. Mr. Hill has been asked to what cause he wished this fund to be devoted. In reply he wrote from Jamaica:

"It is very generous of the Association to offer to memorialise my services. The sum placed at our disposal is too large to be hypothecated without further thought. Furthermore, the near future may bring changes in the Association's policy and range of activities and I feel that I cannot do better than say that the Fund shall be used by the National Executive Council in the way they think best. I have a personal leaning towards the educational side of our work, and if I may throw out a hint, I should like to see some small thing done to encourage students in public administration."

In view of Mr. Hill's wishes, the Council invited the education committee to consider the most appropriate purpose to which the Fund should be devoted.

Branch Affiliation to Labour Party

In response to a request from the Rawtenstall branch for guidance on invitations it had received to affiliate to the Rossendale division Labour Party and to the Rawtenstall trades council, the N.E.C. resolved:

(a) That affiliation to the local labour party would be contrary to the rules of the Association;

(b) That, since Conference had not yet decided its policy on affiliation to the T.U.C., the branch be advised not to affiliate to the local trades council; and

(c) That the rules sub-committee be asked to consider and report on the question of drafting a rule to provide that no branch or district committee should affiliate to any organisation without the permission of the Council and that the Association should not affiliate to any organisation without the permission of Conference.

NEXT N.E.C. MEETINGS

The next meetings of the National Executive Council will be held on January 8 and March 11, 1944.

Any communications which branches wish the Council to consider at its meeting on January 8th must reach Headquarters not later than December 20.

Attacks on Local Government

Arising out of a recent circular prepared by the County Councils' Association and the Association of Municipal Corporations, expressing their anxiety at the piecemeal attacks being made on local government by government departments, the Council resolved that N A L G O should inform the associations of local authorities of its support for these representations and that suitable publicity be given to the Association's views.

National Scales of Salaries for Registrars

The Council agreed to support a resolution of the Liverpool branch urging N A L G O to give full support to the proposed action of the Registrars' Association in making a recommendation to the Registrar General for a national scale of salaries for registrars coupled with the suggestion that length of service be considered when placing registrars on an incremental scale.

Miniature Mass Radiography

It was agreed to send to branches copies of correspondence between the clerk to the London County Council and the secretary of the L.C.C. branch regarding the suggestion of the Minister of Health that local authorities should offer facilities for their staffs to be examined by miniature mass radiography, the latest method of detecting cases of pulmonary tuberculosis in the early stages.

The L.C.C. had decided that any time spent in attending for examination should not be made up, and that any necessary travelling expenses should be refunded. It agreed that no compulsion should be applied to members of the staff who did not freely consent to be examined, and that the result of the examinations should be neither disclosed nor used without the consent of the officer concerned. Where the examination revealed the advisability of further examination and possible treatment, the officer concerned would be informed privately. Should he decline to submit to further examination or to undertake treatment no further action would be taken.

The N.E.C. expressed its agreement with these proposals.

Sick Pay for Discharged Soldiers

Arising out of a report from the Winchester R.D.C. branch, that its authority had agreed to grant full sick pay, less the amount of disablement pension, to a member of its staff who was wounded in action and discharged from the Forces up to the maximum period to which sick pay was payable under the council's scheme and would probably be willing to continue this payment subject to the approval of the district auditor, the N.E.C. approved the following resolution of the service conditions committee:

(*a*) That this committee is in complete agreement that sympathy and consideration be given to persons discharged from the Forces; and

(*b*) That if a branch hears of any case of unfair treatment, the Association is prepared to bring the matter before the appropriate Minister.

Arbitration Tribunal Awards

It was reported that of six local authorities which had refused to honour awards of the National Arbitration Tribunal requiring them to make up the pay of their staffs on war service, three had now agreed to pay but three were still maintaining their refusal. The Association is taking legal action against these defaulting authorities. In addition, the N.E.C. agreed that a strong deputation, be sent to Mr. Ernest Bevin, Minister of Labour, to urge him to take every possible step to ensure that the awards were implemented.

Increased Pensions to Superannuated Officers

It was reported that more than 200 members of Parliament had put down their names in support of a notice of motion, which is expected to be debated in the House of Commons during the first fortnight in December, urging the Government to reconsider its refusal to sanction any war-time increase in the pensions of retired State servants—including local government officers. Branches are to be asked to seek the support of their local members of Parliament for this resolution.

Annual Conference, 1944.

In view of the impossibility of obtaining a suitable hall for Conference on Whit Monday next year, the N.E.C. decided to hold the Conference instead on Friday and Saturday, May 26 and 27, at the Central Hall, Westminster. The annual general meetings of the ancillaries will be held on Whit Sunday, May 28.

Beveridge Report

On the recommendation of the law and parliamentary committee, the Council agreed that, in the event of legislation to set up a Ministry of Social Security, N A L G O should endeavour to secure the transfer of the officers concerned to that Ministry, together with provisions for compensation for loss of office or emoluments.

Summer School Next Year

On the recommendation of the education committee, it was agreed to hold a summer school next year and to make grants to universities giving courses on public administration for the 1943-4 session.

Reconstitution of N.W.C. Celebrated

THE reconstitution of the National Whitley Council was celebrated at a dinner in London on October 23, at which the National Executive Council entertained many of those who had taken part in the negotiations and other prominent friends of N A L G O. Speakers included Mr. C. A. W. Roberts, the president, Mr. A. A. Garrard, vice-president, Mr. Dingle Foot, M.P., Parliamentary Secretary to the Ministry of Economic Warfare, Sir Godfrey Ince, K.B.E., C.B., deputy secretary of the Ministry of Labour and National Service and Director-General of Man-Power, Mr. Geoffrey Hutchinson, K.C., M.P., and Mr. W. Burden, M.P. Among the guests were Sir Harold Scott, secretary, Ministry of Home Security, Sir Sidney Johnson, secretary, C.C.A., Sir Harry Pritchard, secretary, A.M.C., Mr. A. J. Lees, secretary, U.D.C.A., Mr. J. McIntyre, secretary, R.D.C.A., and Mr. W. J. P. Webber, chairman, National Whitley Council.

"The Lamp Still Burns"—A Fine Film Tribute to Nurses

AT last the nursing profession has reached the limelight, with the highest tribute the modern world can offer—a film all about itself. Nurses, of course, have been featured in many films in the past. But "The Lamp Still Burns," made by Two Cities and produced by Leslie Howard—he was still working on it when his plane was shot down over the Bay of Biscay—is the first devoted exclusively to the profession, its life, problems, and opportunities. And, though some nursing organisations were fearful, before it was finished, of what the result might be, it is a film of which nurses may be proud.

Based—though, as is usual with films, very slenderly—on Monica Dickens' book, "One Pair of Feet," it tells of the first year of a student nurse (Rosamund John), a girl older than the average, who was training for architecture when a street accident and the consequent admission to hospital of the patient, whom she accompanies in the ambulance, diverted her enthusiasm to nursing. From that point the film follows faithfully her work during the year, though not, of course, without the "love interest" which the film industry regards as indispensable.

The girl's keen desire to become a "good nurse", is apparent from the first day, at the end of which she wearily goes to bed, convinced she has broken every rule in the hospital, and has done everything wrong it is possible to do. Her cuffs are a constant source of bewilderment—when they should be off and when they should be on. The trials and tribulations of a probationer are shown with humour and understanding: the patient who coerces her into giving him the wrong feed and manfully throws the blame on her in the face of Sister's wrath; the terrible breach of etiquette in addressing the doctor personally—and while the Sister was beside him! There are some impressive air raid scenes, during which the calm serenity of the nursing staff illustrates their magnificent work during the early years of the war.

The scene in the board-room at the end, when the Board is considering dismissing the nurse for insubordination, is especially interesting. The ineffectual vapourings of the chairman, the clear outspokenness of the nurse for a reform of hospital rules and regulations, and a plea for nurses to be treated as intelligent women rather than Lower IV school girls, will find a hearty response from every nurse. The remark of one member of the board, that voluntary hospitals were the particular pride of the people, and that he would sell some of his blood stock, if necessary, to save the hospital, makes one realise more than ever that this cap-in-hand, flower day charity hop system to which we are driven today to maintain the life and health of the nation, should cease, and that the people should be responsible, through their central or local government, for the maintenance of their own health.

It is to be hoped that all hospital boards and committees in every type of hospital will take a hint from this film and allow the matron to attend their meetings, to give her own report, and to advise on administration, especially where the nurses are affected. The film should also encourage more girls and women to take up nursing—though it is to be hoped that they will not regard the Sisters portrayed as typical of the modern variety!

Nurses will rightly criticise the last scene, in which, after the nurse has refused to give up her profession for marriage, the man promises to devote himself to nursing reform. That is a job for nurses themselves—and which they alone can do, through active organisation and membership of a trade union.

A. G.

The probationer (Rosamund John) meets her patient (Stewart Granger) when he is brought into hospital after a factory explosion—a scene from "The Lamp Still Burns."

How to Organise The Hospital Nurse

By Sister M. C. Bell, S.R.N., S.C.M., Glasgow

THE organisation of nurses in NALGO presents special problems and difficulties. Generally speaking, nurses have little, if any, knowledge of trade and professional associations, and the following proposals are offered as suggestions for a suitable basis of organisation within each individual hospital.

The visit of Miss Gaywood to Glasgow hospitals was so successful—nearly 500 nurses being recruited—that the setting up of "unit" branches within each hospital appeared to be the immediate need. In my own and four other hospitals, we arranged meetings which all the members attended. The main object was the formation of a committee which could deal, in a business-like way, with the many problems arising in the nursing profession. To maintain the interest of every nurse, we appointed representatives from each grade, namely, first, second, third and fourth year probationers; assistant nurses; staff nurses (including pupil midwives); and sisters, including those holding rank of assistant matron. In addition, we appointed a chairman, secretary, and treasurer, these appointments being made regardless of rank or grade.

The duties of representatives are:

To collect the subscriptions of members in their grades;

To act as "liaison officers" between their colleagues and the committee; and

To report on the views of nurses generally.

Instead of indulging in "small talk" round the fire or sitting-room, nurses are able to direct their conversations through constructive channels, and, by general discussions in committee, to formulate considered opinions which can be sent on to NALGO headquarters through the local branch, or direct to the Scottish Nurses' Salaries Committee.

Continuity of interest is essential, and therefore we have arranged to hold general meetings of nurses as frequently as possible, in any case not less than once every three months. Whatever matters are being discussed by nurses can be brought before these meetings, and if, for any reason, a nurse is unable to attend, she can advise the meeting, through her grade representative, of matters she wishes to be considered.

Discussions arranged on these lines enable the committee to deal with internal problems expeditiously and to make any required approaches to administrative officials. If, however, there are any questions requiring the attention of the Association, they can be forwarded direct to the branch secretary for immediate attention. Personal representation by the chairman and secretary to the hospital committee may at times be necessary, in which case a report will go back to the committee.

The organisation of nurses in each hospital on these lines offers possibilities in other directions. Efficient organisation must embrace the whole of our nursing staffs. Out of this "unit" organisation can be created a kind of general council in the form of a nurses' committee operating in each town where there is more than one hospital.

From each hospital there might be appointed at least two representatives to a nurses' committee. This committee could function as a clearing-house, and, what is most important, an advisory council capable of providing a source of expert advice on nursing problems, which could be used by the Association in furtherance of its national policy. Moreover, this nurses' committee could be used to foster and develop inter-hospital relationships. The meetings could be held alternately in each hospital and, after discussion of official business, could meet the ordinary members within the hospital.

The problems of the post-war period are as much a concern of nurses as they are of any other professional body. Post-war planning demands an intelligent realisation of national needs, to which the nursing profession can and must make a valuable contribution. They must state the woman's point of view on the needs of our hospital and public health services.

Through NALGO their voice can be louder than has been possible before.

Did I hear someone say: "What about the poor patient?" I have never forgotten the patient. Happiness of the patient is essential for recovery and a nurse or sister happy and contented in her job will soon infect the patient.

Nu Speling

Profesor Danyel Jones sed owr prezent way ov speling woz sili, az cood be seen by riting a wurd az sum letters wur pronownst in uther wurds. For instans, "GHOTI" and "UEYCE" ar both pronownst "Fish!"

It wurks owt lik this: Taik the GH owt ov Cough; that is ure F. Taik the O owt ov Women; that is ure I. Taik the TI owt of eny wurd ending in TION and that is ure SH. Tharefor, GHOTI is Fish. "UEYCE" is awlso Fish. Taik the U owt ov Lieutenant for ure F, the EY owt ov Money for ure I, and the CE owt ov Ocean for ure SH. Agen it is Fish.

The pryz paket, however, woz: GHOUGHPHTHEIGHTTEEAU.

That spelz "Potato." It wurks owt this way: Taik the GH from Hiccough; thare is a P. Then taik OUGH from Though and u hav ure O. PHTH in Phthisis is pronownst T. EIGH in Weigh will du for A. TTE in Gazette is another T, and EAU owt ov Bureau givz u ure final O.

I kaim to the konkluzhon that Old Speling woz bad enuf; Nu Speling woz wurse, but Nu Spelerz' old speling woz . . . (Sensord!).

Planning Post-War Britain

The House.

No large estate, no grand chateau,
Described by Baedeker or Murray,
Would I exchange for "Mon Repos,"
My little place in Surrey.

The View.

I climb upon my wash-hand-stand,
And point out to captious critics
Two local, large asylums and
A home for paralytics;
But for the gasworks in between
The sewage farm might well be seen.

Harry Graham.

Morale

Old villager, after spending most of the night under her table, owing to aerial activity: "I'm not frightened, but I'd never fergive meself if I was killed by a bomb."

Brave New World

Exams for Barmaids.—A customer is telling you an anecdote at one end of the bar when a second customer calls for a drink at the other end. Conversant with the story already, you are aware that the narrator is nearly finished. State whether you would delay your laugh or the fulfilment of the order, giving reasons for your decision.

From "What's Yours?" by T. E. B. Clarke.

AT RANDOM

By "Hyperion"

Try This One at Christmas

Tell a friend to write down, without showing you, his age, double the figure, add five, and multiply the total by 50.

Get him to take away the number of days in a year, and add the number of coins he has in his pocket. Then tell him to add 115.

When he tells you the total, you will find the first two figures will be his age and the last two will be the number of coins in his pocket.

Bold Bid for Exemption

Medical Examiner (holding up the lid of a dustbin): "Can you see that?"

"Yes."

"Well, what is it?"

"Looks like half a crown or a two shilling piece."

One for Miss Gaywood

"One word of command from me is obeyed by millions . . . but I cannot get my three daughters, Pamela, Felicity, and Joan to come down to breakfast on time."

Viscount Wavell, Viceroy of India.

This Month's Great Thoughts

Some doctors take life very easily.

To every lawyer a gratuitous speech is anathema.

Your Problems Answered

Dear Miss Blake,—I asked her for a date and received an affirmative reply. On my arrival at the designated place I received from her brother two dates (fruit) in an envelope. Would I be making a fool of myself by asking her for another date?

"Cowboy Bill"—The News.

No, not if you're still hungry.

Clerihew

Signor Toscanini
Said: "Wait till I have a Martini,
Then I'll see what I can do
With Kalamazoo."

For the Handy Man

Dripping taps, sticking doors, balky light sockets, worn electric wires, loose connections on flat iron or washing machine, rattling windows, swollen kitchen drawers, are among the many things you can learn to make easily and quickly.

From a folder mailed to residents of Hingham, Mass.

Somebody's been practising in our house!

The Minister Sends a Xmas Greeting

By ALAN DIXON

"DON'T forget to send Christmas greetings to the local government officers," the great man began in a kindly voice. The pain which had racked his jaw for the past two days and ruined the peace of the office had disappeared. "Let 'em see the human side for once," he added.

"Certainly, Sir William. To all local authorities?"

"Of course, old man."

"Including Scotland, Sir William?" The deputy-sub-assistant's voice shook with emotion; but it was difficult to detect whether horror at the idea of approaching Scotland without special Parliamentary sanction outweighed admiration for the subtle hint that Christmas was more important than New Year.

"All right. Include New Year in the Scottish version, if you like," Sir William temporised. It was not so simple as he had expected.

"Any particular wording, Sir William?"

"Just the usual thing; I'll leave it to you."

The kindness in his tone was becoming rather less pronounced. "What are you waiting for now?"

"Whose authority shall I quote, Sir William? We've only just sent the circular about disregarding all communications where the authority is not properly stated. They may think this is a trap, Sir William."

"Don't be absurd!" The kindness had definitely gone. "Sign the thing yourself, on my behalf; but for Heaven's sake get a move on. Don't start it off on a trek from room to room all round the building. Get it off to-night."

"It'll be creating a precedent to ignore the Drafting Department, if I may say so, Sir William."

"Quite. Good-morning."

Sir William was off.

. . . . . .

Sir or Madam,

Ministry of Brainwaves Circular UXB/xma/43
Transmission of Special Message to Staffs of Local Authorities

I am directed by Sir William Speedup, who has recently taken up his appointment as Principal Officer to the Ministry of Brainwaves, to state that in pursuance of powers conferred upon the Minister under section 2, sub-section 435869a of the Brain Protection Order, he hds had under review the matter which formed the subject of Circular UXB/ny/43, issued by this Department in January, 1943. He desires the above circular now to be read as though the word "Christmas" had been used instead of the words "New Year" in the second line of the first paragraph. In its revised form, the wording will, it is hoped, be appropriate for expressing the heartfelt compliments of the season during the present period of (restricted) festivity. The matter should receive Class 1B priority.

This direction is to be tranmsitted to all personnel normally resident in Great Britain, except those domiciled within the jurisdiction of the Department of Brainwaves for Scotland, to whom a separate communication will be issued in due . . .

Leaning forward, Sir William surveyed the circular with astonishment. Had he really been responsible for this monstrosity? He tried to recall his instructions, but his brain refused to function.

"Another swill," suggested the dentist. "I hope you didn't feel any pain."

Sir William came round.

MORE BRANCHES SWELL THE B. & O. FUND

MANY branches continue to send fine donations to the Benevolent and Orphan Fund. Is *your* branch among them? If not, what are *you* doing about it? Here is the latest list:

Though comparatively new and still small, Stretford and District Electricity Board branch has sent over £27 this year—partly the profits of a war savings contest, and partly donations from members. B. and O. Fund Headquarters will send a copy of the rules of the contest to any branch wanting to do likewise. . . .

East Riding has given £14, profits of a draw for savings certificates during "Wings for Victory" week. . . .

Two more donations have been received under the Sunday Entertainments Act (1932), £50 from Wolverhampton and £5 5s. from Grimsby. . . .

Milford Haven, with only 35 members, has raised £35—£28 10s. proceeds of a dance, and £6 10s. from a flax-picking expedition, in conjunction with members of the local G.P.O. staff, who also gave their "wages" to the fund. . . .

North Riding has sent £9, balance of the funds of the branch Rifle Club, now disbanded. . . .

Bromley has given another £5 16s., proceeds of snooker and football competitions, and a sale of fruit—bringing its total for the year to just over £68. . . .

Beverley, with 50 members, raised £113 by a series of dances, of which £10 has been given to the Fund. . . .

Other donations as the result of social activities are:

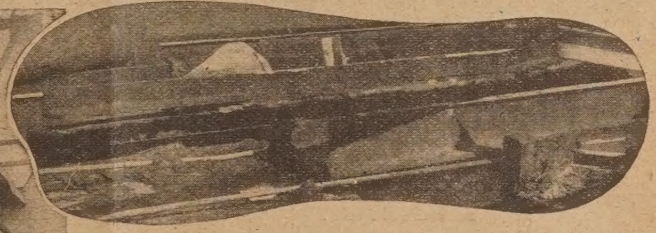
	£	s.	d.		£	s.	d.
Brierley Hill	14	4	3	**Kingston-on-Thames**	19	13	0
Canterbury	10	0	0	**Rotherham**	30	0	0
Falkirk ..	14	10	0	**Winchester**	24	12	4
Leigh ..	17	3	7				

Branches which have made special donations to the Fund include:

	£	s.	d.		£	s.	d.
Acton ..	10	10	0	**Richmond (Surrey)**	5	5	0
Dukinfield ..	15	0	0	**St. Helens**	35	0	0
Farnborough	16	7	10	**Thurrock** ..	89	6	9
Glasgow ..	50	0	0	**Westminster**	50	13	9
Gravesend ..	10	0	0	**Willesden**	68	6	4
Lindsey ..	5	10	0	**Yeovil** ..	12	0	0
Southwark ..	5	5	0				

ASK AT YOUR CO-OPERATIVE SOCIETY FOR--

CWS Raydex MEDIUM NAVY CUT CIGARETTES



This building collapsed through RUST!

At first glance it looks the result of an air raid or earthquake, but look more closely and you will see where the saboteur RUST has been at work. And this is just one of his efforts to undermine our war efforts — and peace efforts.

Metallising will prevent corrosion and give added life. Write to the technical advisory board about your particular problem.

THE ASSOCIATION OF METAL SPRAYERS

THE TECHNICAL ADVISORY BOARD ON THE BRITISH Wire SPRAYING PROCESS, THE APPLICATION OF NEW DEVELOPMENTS IN THE PROTECTION AGAINST CORROSION AND THE RECLAMATION OF WORN PARTS :: THERE ARE MEMBER FIRMS IN ALL PARTS OF GREAT BRITAIN

ISSUED FROM THE OFFICE OF THE ASSOCIATION OF METAL SPRAYERS, BARCLAYS BANK CHAMBERS, DUDLEY. PHONE: 4045

M-W.47

(Continued from page 500)

of N A L G O would be expected to honour the decision. The County Council would then, presumably, proceed to make an appointment—probably one of the 65 applicants—and surely no candidate could be expected to refuse the appointment solely because he was a member of N A L G O.

This matter seems to raise issues of considerable importance, and the views of the N.E.C. and of other members of the Association would be of interest.

58, Adelaide Square, Bedford. H. C. BEDWELL (Beds. C.C. branch).

While we recognise the sincerity of Mr. Bedwell's attitude, we would point out that candidates were not asked to uphold the unsupported contention of an officer, but to follow the advice of the Association, which had investigated the facts and was satisfied that an injustice had been done. If members insist on following their individual discretion notwithstanding the advice of the Association until that advice has been confirmed by a tribunal, then, as we pointed out, "blacklisting" is futile and the Association's power to prevent injustice will be materially weakened.

Not Strong Enough

IN the November journal you describe as "disquieting" the action of those applicants for the Westmorland C.C. accountant's position who ignored N A L G O's advice. One would have preferred "appalling" or "reprehensible" as a label for some (shall we say ?) 50 N A L G O members who place personal considerations first.

Exact figures are not given, but from your use of the word "majority" it is obvious that for every loyal member there is at least one (possibly two or three or even more) of the other kind. And these are in the class from which, presumably, our future chief officials are to be drawn. In other words, the "tone" of the service will be set by self-seeking individuals who will greatly outnumber the public-spirited. It is an encouraging prospect.

One sympathises with the 65 whose dreams of work in Westmorland are shattered. But there are plenty more jobs. There are, for instance, many misguided councils now offering *permanent* chief officials' positions to "*those over military age or otherwise exempt from military service.*" No doubt our members in the Eighth Army will gladly return to fill inkwells for their respected seniors.

West Ham. W. D. GROVER.

MORE UNITY NEEDED
"Too Much Bickering"

RECENT letters in "Readers' Forum" make one wonder whether the team spirit, of which we heard so much in the past, has been sacrificed to the spirit of war. Many of the views expressed are in that egotistical spirit which will enhance the status neither of the Service nor of the Association.

I am not surprised that 65 candidates allowed their applications to stand for the Westmorland county council "position," not withstanding N A L G O's "blacklisting" letter, or that certain officials rejoice in asking "why try to save local government ?"

Is this gradual deterioration due to the "temporary" influence one hears so much about, or to some calculating "number ones" who are trying to undermine the recognised principles of the local government officer ? It is little use discussing such matters as post-war policy, T.U.C. affiliation, etc., when we find these jealousies as to whether senior officers should be entitled to membership, status, and intelligentsia, etc.

Let us put our own house in order before considering these grandiose schemes. Until we have unity between ourselves (and not every local government officer is to-day a member of N A L G O), then the strength which should be ours is lacking and the individual suffers in consequence. The name of N A L G O should represent a united front of all officers employed by local authorities, whether permanent or temporary, and the sooner this personal bickering disappears the better for all concerned.

Darlington. S. H. CLARKE.

EQUAL PAY
"A Deceptive Catchword"

ALTHOUGH it is fashionable just now to encourage women to feel resentment against men because of alleged sex discrimination, I suggest that this agitation only increases confusion of thought. Most of the wrongs of which women complain are class, rather than sex, grievances. Society women have more wealth and authority than, and are regarded as superior to, male agricultural workers and factory hands ; in general, women of any class are "superior" to the men of all classes "below" them.

"Equal pay for equal work" is a deceptive catchword which, were its principle to be applied, would entail unjust inequalities in real wages. The man with wife, children, and other dependants is not, in real wages, remunerated equally with colleagues of either sex who have all their wages for themselves. He must normally carry a much greater economic burden than his woman colleague, providing home, food, clothing, education, and medical care for his family (without sex discrimination).

While I wish Miss Gaywood well in her work, therefore, I suggest that if she seeks to encourage women's "interests" in a sectional way it will be harmful to the community.

Miss Gaywood wants more women councillors and M.P.s. Better, I suggest, would be councils and Parliament empowered to do more than merely to legislate within limits set by the possessing classes ; with members, of either sex, community-minded and capable. Until we dispossess those possessing classes of their power to rule the legislative bodies through finance and through the exploitation of economic conditions (which they largely make) we shall get no real progress, however much we re-shuffle their membership.

LINT.

Fair Play for Men ?

IN the last two or three issues of the Journal the men versus women controversy has been renewed. I trust this is not part of the N.E.C.'s latest policy, as it is liable to lead to trouble.

On the women's claim to equal bonus, I would point out that bonuses are given to compensate to some extent for the increase in the cost of living. On an average, each man must provide for at least two persons, whereas, generally speaking, a woman has only herself to provide for (I know there are exceptions). On this basis, under the latest award, the men are getting approximately 8s. 9d. a week and women 13s.

Bishop's Castle. H. LONGDEN.

NALGO'S Women Staff

MISS GAYWOOD says in her October article "We must end the bonus injustice!" May I ask just one question : Does the Association perpetrate this injustice on its own women staff ? And it is no good telling me the Association pays its women the bonus award of the Whitley Council—I know the answer to that one.

Chelmsford. H. LANGFORD.

N A L G O does pay its women staff the bonus recommended by the National Whitley Council —as was reported to and approved by this year's conference.

MORE BRANCHES IN SCOTLAND
An Ayrshire Criticism

AT a meeting of the executive committee of the Ayrshire branch on October 19, several members deprecated the remark in your report of the meeting of the Scottish district committee in the October journal, that the creation of new branches in Scotland "solves the problem of members in small burghs being swamped by being members of a county branch, gives the member a definite feeling of being a real 'part' of the Association, and, not less important, encourages recruiting of officers who have hitherto stood outside."

In Ayrshire, the burgh members of the committee openly and freely state that the county members have given at all times the utmost consideration to their interests. Cordiality has been very evident among all classes of members and no feeling of being swamped has been expressed.

The members of my committee feel strongly that any such reference in the official magazine is far from encouraging the friendly spirit which is so essential among all classes of members of N A L G O.

JOHN S. SMITH,
Ayrshire Branch. Hon. Secretary.

While we are as anxious as members of the Ayrshire branch executive to maintain the "friendly spirit" within N A L G O, we cannot agree that constructive criticism and suggestion, such as was made in the article of which they complain, is likely to jeopardise it ; on the contrary, if it makes for more efficient organisation, it should strengthen unity. Experience in both Scotland and England has proved, we suggest, the value of having a separate branch for each local authority. Ayrshire branch at present includes the staffs of Ayrshire county, Ayr burgh, and fourteen rural burghs. Two new branches have recently been formed in the county area. While we do not doubt that county members have "given the utmost consideration" to the interests of their colleagues in the smaller burghs, would it not encourage the interest and activity of those members and help to increase membership (not yet, we believe, 100 per cent), not to mention lightening the burden on hard-pressed county officials, were they to have branches of their own ?

Save Income-Tax by Life Assurance

SO much has been written about the benefits of the "pay as you earn" income tax scheme that its temporary drawbacks, for workers on a rising salary, may have been overlooked. Yet already some thousands of local government officers are paying more tax than they were, as a result of the assessment on current instead of on the preceding year's income, and many more will soon do so.

This seems to be a good opportunity of getting a rebate of the tax paid by taking out a N A L G O life assurance policy. For every £1 paid in premiums the holder of a life assurance policy is allowed rebate of tax at 3s. 6d. This is how it works out on a 25-year endowment policy for £250, taken out by a member who will be 35 next birthday :

Sum assured	—	—	—	£250 0 0
Bonuses (If present rate of £1% p.a. is continued—before the war it was £2½ p.a.)	—	—	—	62 10 0
				£312 10 0
Annual premium	£11 0 0			
Less 2½% for payment in advance	5 6			
	£10 14 6			
Total premiums paid	—	—	£268 2 6	
Less income tax rebate (based on present rate)	—	—	46 19 7	221 2 11
Net profit	—	—	—	£91 7 1

Life assurance serves three purposes—a safeguard for dependants in the event of death ; a means of saving capital ; and a means of reducing income tax which has the approval of the Government. Details of this and all other forms of life assurance available to members can be had from Headquarters.

2,125 Names Now on Roll of Honour

JP to the date of going to press, the Roll of Honour contained the names of 2,125 embers of NALGO. The record is:

IN H.M. FORCES	
illed or Died on Service	743
lissing	425
risoners	477
scaped Prisoners	1
epatriated Prisoners	7
ecorated	194
ON THE HOME FRONT	
illed	71
lissing	2
ecorated	205

This month's additions to the list are:

ilitary.

KILLED OR DIED ON SERVICE

rmstrong, Sub-Lt. (A), J. A., 22, Fleet Air Arm, R.N.V.R., public assistance dept., Greenock.
radshaw, F/Sgt. G. A., 21, R.A.F., treasurer's dept., Bucks C.C.
ristow, F/Sgt. E., R.A.F., social welfare dept., Brighton.
road, Sub-Lt., P. E., Fleet Air Arm, treasurer's dept., Banbury.
rown, Sgt. K. A., 20, R.A.F.,valuation dept., Amersham and Chesham.
Cappleman, P/O. W. H., 24, treasurer's dept., Edmonton.
harlton, Sgt. A. N., R.A.F., engineer's dept., Chislehurst and Sidcup.
ornes, P/O. S. J., 25, R.A.F., accountancy dept., N.W. Midlands J.E.A.
urnuck, Sgt./Obs. B. I., R.A.F., treasurer's dept., Newport (in raid over Norway).
avies, Capt. N., Royal Sussex Regt., Brighton.
ravett, Sgt./P. R., R.A.F., publicity dept., Brighton.
Greenshields, Sgt. E. F., R.A.F., public control dept., Surrey.
Hatch, Sgt. B. K., 23, R.A.F., accountancy dept., N.W. Midlands J.E.A.
awley, Sgt. L. R., R.A.F., Surrey C.C.
eans, C., finance dept., Islington (in North Africa).
enway, Lt. W. E. K., 30, R.E., engineer's dept., Chislehurst and Sidcup.
ees, Sgt./P. R., 22, R.A.F., treasurer's dept., Staffordshire.
Livesey, Sgt. J. H., R.A.F., Surrey C.C.
acArthur, L/A/C. A., R.A.F., public libraries staff, Greenock.
ackenzie, Sub-Lt. W., Fleet Air Arm, town clerk's dept., Glasgow.
cCarthy, Sgt. C. L., R.A.F., M.E.F., treasurer's dept., Wallasey.
McLean, F/Sgt. A. J., R.A.F., treasurer's dept., Brighton (at island of Rhodes).
Redshaw, Sgt. A. C., R.A.F., electricity dept., Leeds.
mpson, F/O. G. A., R.A.F., assistant relieving officer, Brighton.
mithers, Sgt./P. R. A., R.A.F., surveyor's dept., Brighton.
tead, F/O. G. R., 25, R.A.F., treasurer's dept., West Riding C.C.
trand, P/O. C., 23, R.A.F., engineering asst., Enfield.
watts, Gnr. J., 20, R.A., electricity dept., West Ham.
Williamson, Sgt. W., R.A.F., weights and measures dept., Norfolk C.C.

MISSING

aker, Pte. N., electricity dept., Leicester (in Malaya).
ilton, Sgt./Gnr. W. H. B., R.A.F., A.R.P. dept., Fareham.
hesterton, Sgt. J. H. F., R.A.F.V.R., public assistance dept., Durham.
urham, Sgt. R., D.F.M., R.A.F., public assistance dept., Durham.
arris, Sgt./Obs. T. W., R.A.F., electricity dept., Leicester.
ordan, Sgt./P. A. G., R.A.F., treasurer's dept., Cornwall.
endall, Sgt./Obs. N., R.A.F., engineer's dept., Chesterfield.
Marsland, P/O. K., R.A.F., treasurer's dept., Stafford.
hepherd, F./Sgt. H., R.A.F., rating dept., Rhyl (from flight over Germany).
hompson, Sgt./Nav. H. E., R.A.F., treasurer's dept., Leicester.
imms, P/O. P., R.A.F., treasurer's dept., Hemel Hempstead.
url, F/Sgt. C. E., R.A.F., parks and gardens dept., Brighton.
Williams, Sgt. A/G. J., R.A.F., public health dept., Cheshire (from raid on Hamburg).
Williams, Rear/Gnr. H. G., R.A.F., electricity dept., Woolwich.
Wootton, F/O. J. E., 23, R.A.F., A.R.P. dept. Paddington
ardley, Sgt./Nav. D. G., R.A.F., water dept., Coventry.

PRISONERS OF WAR

ain, W/O V., R.A.F., electricity sales dept., Brighton (in Germany).
recht, J. A., libraries dept., West Ham.
arge, Gnr. L. A., R.A., weights and measures dept., Brighton (wounded at Dunkirk, was in advance to Benghazi, 1941, fought in Greece, and captured in evacuation).
rown, Cpl. K. H. C., R.A.F., clerk's dept., Woolwich.
Clifton, Gnr. L. A., R.A., clerk's dept., Woolwich (in Far East).
Dawson, J. A., sanitary inspector, West Ham (in Far East).
Excell, Lt. J. E., R.E., parks dept., Brighton (in Far East).
Fox, Tpr. D., R.A.S.C., electricity records dept., Brighton (in Italy).
Francis, L/Cpl. R., R.A., treasurer's dept., Banbury (in Far East).
Gabbitas, Sgt. H., electricity dept., Leicester.
Hanby, F/Sgt. J., R.A.F., treasurer's dept., Wakefield.
Kelly, P/O. J. B., R.A.F., treasurer's dept., Woolwich (in Germany).
***Langford, Gnr. A. R.,** clerk's dept., Hammersmith (in Far East).
Matthews, Gnr. E. F., R.A., waterworks dept., Brighton (in Italy).
McNab, Sgt. J., 21, R.A.F.V.R., assessor's dept., Stirling.
Moore, P/O. W. D., R.A.F., treasurer's dept., Brighton (in Germany).
Richards, F/Sgt. A., R.A.F., treasurer's dept., Cornwall.
Steventon, Lt. R. B., engineer's dept., Stafford (in Germany).

* *Previously reported missing.*
† *Previously reported prisoner of war.*

Awards to Members

Military.

D.S.O.

Dixon, Sq./Ldr. W. M., D.F.C., R.A.F., treasurer's dept., West Hartlepool (incorrectly reported in June as "mentioned in dispatches.")

D.S.C.

Blaxell, Lt. L. H., R.N., electricity sales dept., Brighton.
Wade, Lt. W. E., R.N.V.R., electricity accounts dept., Hampstead—"for gallantry and devotion to duty in determined and successful attacks on U-boats."

M.C.

Simson, Lt. A., R.E., surveyor's dept., Banbury—"for services in North Africa" (wounded).

D.F.C.

Bowen, F/O. W. A. C., R.A.F., clerk's dept., Newport, Mon.—"since this officer has been employed on operations as a navigator he has shown great skill in keeping his air craft on its course, even in the most difficult circumstances. He possesses a natural aptitude for navigation and has never failed to achieve success on service against a very large variety of targets."
Hewlett, P/O. E. R., R.A.F., electricity dept., Brighton.
Johnson, P/O. E. A., R.A.F., treasurer's dept., Stafford—"this officer has successfully completed many operational sorties and at all times has shown high courage and skill. An excellent captain of aircraft, P/O. Johnson has consistently maintained confidence and a dogged determination which has contributed much to the high standard of morale attained by his crew."
Perrins, F/Lt. J. V., R.A.F., public health dept., Smethwick—"an extremely keen and skilful pilot who has taken part in many sorties over enemy territory. His efforts have been featured by great determination and he has obtained notable successes. His coolness and confidence have at all times set an excellent example."
Shield, F/O. F., R.A.F.V.R., treasurer's dept., Coventry—"A navigator of exceptional skill. He has taken part in many sorties at night during which such targets as airfields and rail communications have been successfully attacked. He is a model of efficiency and has proved himself to be an invaluable member of aircraft crew."

M.M.

Gaffney, L/Cpl. K., Royal Ulster Rifles, libraries dept., Bethnal Green—"was in charge of 'H' company wireless set during the attack on the afternoon of 5th August, 1943. Under the most difficult circumstances and under continual sniping he helped to carry the set across the River Simeto, which was deep and swift. On arrival at the far bank it was necessary to dismantle the set to get it up the further bank by the side of a waterfall. This was done and the set reassembled under fire in ten minutes. The maintenance of communication by the N.C.O. and his operator enabled ammunition to be sent to the company when urgently required and kept the Commanding Officer in touch with the situation at a vital period. This devotion to duty and great courage, coupled with technical skill, was largely instrumental in bringing the attack to a successful conclusion."
Rose, L/Cpl. S. S., Durham Light Infantry, accountancy assistant, Dorsetshire.

D.F.M.

Durham, Sgt. R., R.A.F., public assistance dept., Durham (reported missing this month).
McCorkindale, Sgt. N. R., R.A.F., library asst. Greenock.

M.B.E.

Duncan, Capt., J. A., 39, R.E., asst. estate agent, Billingham—"for distinguished services and gallantry whilst serving in the Middle East."

MENTIONED IN DISPATCHES

Band, Capt. (Actg. Lt.-Col.) T. H., R.A.O.C., legal dept., Wandsworth—"in recognition of gallant and distinguished services in the Middle East."
Connor, Cpl. R. A., electricity dept., East Ham, "mentioned in despatches and placed on Honours list for services at Kasserine Gap."
Crane, Bdr. (Actg. Sgt.) R. R. K., R.A., registration dept., Wandsworth—"in recognition of gallant and distinguished services in the Middle East."
Stevens, 2nd Lt. B. V., treasurer's dept., Brighton.

DIPLOMA IN PUBLIC ADMINISTRATION

Wolsey Hall prepares candidates for London University D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued *free of charge*. At the 1943 (External and Extension) Exams. 35 WOLSEY HALL students passed, forming over HALF THE PASS LISTS.

PROSPECTUS
free from the Director of Studies, Dept. RH 29, WOLSEY HALL, OXFORD.

B.Sc. ECON.

Enterprising men and women who wish to prepare for post-war opportunities should consider the possibilities of the London University B.Sc. Econ. degree. Not only is it a valuable qualification for those seeking teaching or administrative posts under Education authorities; it also opens the door to statistical, research and welfare work in commerce and industry. The degree is open to all, without university residence. You may prepare for it at home under the experienced guidance of Wolsey Hall, and tuition fees may be spread over the period of the Course. 357 Wolsey Hall students passed London B.Sc. Econ. (External) exams., 1925-43.

Write for Prospectus to C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH 17,
WOLSEY HALL, OXFORD

Nurse Heroine of Bombed Ship

EARLY one morning the British hospital ship Newfoundland, the huge Red Crosses on her decks brilliantly illuminated, was sailing off the Italian coast.

Suddenly the shrill scream of Nazi dive-bombers was heard. One after another they swooped down on the defenceless ship, dropping their bombs and raking the decks with machine-guns. The matron and five nurses were killed . . . but the remaining nurses carried on, calmly attending to the injured.

One of them, Sister Vera Schofield, was lucky. Her only injury a broken finger, she went steadily about her job—as steadily as when, for years before, she was in a school clinic at South Shields.

Then an aerial torpedo hit the deck, the vessel heeled over, and the order "Abandon Ship!" rang through the megaphones. As the Newfoundland was going down, Vera Schofield dragged another nurse to safety through a porthole.

Now Sister Schofield, thirty years old, a member of the South Shields branch of NALGO, is nursing again, in a North African hospital.

Two More Prisoners Home

At least two NALGO members were among the prisoners of war repatriated recently:

Pte. C. Cummings, R.A.M.C., mental hospital, Brighton; and

Pte. P. E. K. Hunt, R.A.M.C., public health department, Basingstoke (who was captured in Crete).

Several more members are believed to have escaped from prison camps in Italy, but we have not yet had news of their safe arrival in the British lines. Will branch secretaries please inform us of further repatriations and escapes? The list, we hope, will lengthen rapidly.

NALGO in Scotland—A Sassenach Looks Back

By Alan Procktor

TWELVE months ago Scotland suffered a minor misfortune of the second world war when one Sassenach (myself) succeeded another (my colleague, Herbert Slater) as NALGO's Scottish secretary. Transferred at short notice from the North Western district, I arrived in Glasgow a few days before Christmas, and 48 hours later Mr. Slater returned to Headquarters, leaving me to hold the fort in Scotland. I remember seeing him off at Central Station, in the steady downpour I have since learned to accept as normal "Glesca' weather," and making my way back to a deplorably dilapidated Scottish office, a sorry stranger in a strange land. "O Sir! A most dolorous country," complained Dr. Johnson—and how heartily I agreed with him!

So began perhaps the busiest year I have yet spent. It is no joke taking over a new NALGO district, particularly when the district consists of the whole of Scotland. It means picking up a hundred new threads, meeting a succession of new people, learning new names, trying to assimilate new ideas—and to understand what sometimes seems an entirely new language. Moreover, Scotland is almost invariably a law unto itself. Scotland, for example, is not covered by the English Whitley Council machinery, but has its own separate body, the Joint Industrial Council for Local Authority Services (usually known as the J.I.C.). There is a separate Scottish Committee for Nurses' Salaries (the Taylor Committee), which has the same purpose as the English Rushcliffe Committee. After a year's experience of both these bodies—as staff side secretary of the J.I.C. and as a member of the nurses' panel of the Taylor Committee—I am not entirely without sympathy with those who contend that the Scottish reluctance to be "dragged at the heels of England" is sometimes used as an excuse for maintaining lower standards North of the Border. The Taylor Committee's recommendations provide a case in point, for it is indeed difficult to understand why a nurse employed in a Scottish hospital should be placed on a lower scale than her English opposite number. It is a fitting comment that Glasgow corporation, by far the largest local authority in Scotland, decided to adopt the Rushcliffe recommendations instead of those of the Scottish committee.

The critics notwithstanding, it is none the less true that this year the J.I.C. has made more real progress than at any time since its inception. Three cost-of-living recommendations (including, for the first time, officers earning over £500) have been issued, the current one being the equivalent of the present civil service bonus. Although this in some cases is slightly less than the recent National Whitley Council recommendation, the Scots can rightly retort that J.I.C. decisions, however meagre, are adopted by practically every authority in Scotland—which cannot yet be said of England. In this respect Scotland undoubtedly leads—and the J.I.C. was recognised by all the Scottish local authority associations long before the English National Whitley Council was reconstituted!

This year, too, the J.I.C. has issued a basic sick pay scheme, bringing payments in all authorities up to a minimum standard whilst leaving unchanged more generous schemes already in operation, and has agreed to act as arbiter in an individual salary appeal, an innovation in Scotland.

Most important of all, the employers' side is at last taking up the long overdue revision of basic salary scales. The staff side submitted its proposals in 1939—four years ago—but little progress was made. Now, the grouping of local authorities has actually been agreed and the new salary scales for each group should soon follow. It is certainly high time that basic salaries of £125 for women and £180 for men were a thing of the past.

A peculiarity of the J.I.C., unknown in any of the English Whitley councils, is that NALGO has not a majority on the staff side. Of the 12 seats, six are held by NALGO and the remainder are shared by four other unions. This is an anomaly which should end, for membership is the generally accepted basis of representation—and the overwhelming majority of organised local government officers in Scotland are NALGO members.

Perhaps the most spectacular feature of the year has been the success of the membership recruiting campaign. Since it was launched, with the blessing of the Scottish district committee, just six months ago, more than 1,500 new members have been enrolled. The campaign has had the backing of almost every branch and propaganda meetings have been held all over Scotland. A special Scottish edition of the "All About NALGO" leaflet went like hot cakes and had to be reprinted three times. Some branches also issued a local appeal and the Glasgow leaflet, "Twenty Good Reasons why you should be a member of NALGO," has been widely copied on both sides of the Border. More than one Scottish branch added 50 per cent to its membership during the year, and Glasgow broke all records by enrolling over 600 new members in two months. Glasgow is now the biggest branch of NALGO, with a present membership substantially more than 3,000 and a potential which, including nurses, may easily reach 5,000. Fired by Miss Gaywood's flying visit, plans have been laid for recruiting the nursing staffs of all the Glasgow corporation hospitals, including the formation of a special nurses committee. Already, 500 nurses have completed membership forms.

One of the problems of NALGO organisation in Scotland is the paucity of branches. Until recently there were only 32 for the whole country, including Orkney and Shetland—some 30,000 square miles—which compares oddly with the nearly 700 branches in England and Wales. Scotland in the past has been organised largely on a county basis, with one branch covering the staffs of all local authorities within the county area. The time has come when more branches must be formed so that members may take a closer and more active interest in the affairs of their "own" local branch. The ideal is undoubtedly the "unit branch," a separate branch for each authority, and although this is impracticable for very small authorities, it is certainly possible for the 20 large burghs of Scotland. (Fellow Sassenachs should note that a "large burgh" is a town of not less than 20,000 population.) A start has already been made. During the past few weeks four new branches have been formed, and there are others "on the stocks." I see no reason why a target of 12,000 members and 50 branches in Scotland should not be reached—or even surpassed—in 1944.

A Sassenach's year in Scotland is drawing to a close. I do not want to leave without saying thank you and goodbye to my many Scots friends. Scots kindliness and hospitality are as proverbial as the Scottish weather. All three are equally true. So let me end with that best of all toasts, the Aberdeen "Bon Accord":

"Happy to meet,
Sorry to part,
Happy to meet again."

THIS MONTH IN SCOTLAND

NALGO OBTAINED

- Substantial improvements in the salary grading scheme at **Lanarkshire C.C.**
- Payment for overtime at **Kirkcaldy.**
- A £50 increase for an officer at **Motherwell.**
- Shopping time for women staff at **Clydebank.**
- An additional war increase at **Rutherglen.**
- A successful fire guard appeal at **Edinburgh.**
- A satisfactory adjustment of war increase for time-keepers at **Glasgow.**
- A 100 per cent. membership increase in **Angus.**

District Committees and T.U.C. Affiliation

AFFILIATION to the T.U.C. remains the dominating issue before district committees. After lively debates at recent meetings, the following resolutions were passed:

East Midland—That conference give effect to the ballot decision (by 47 votes to 25);

West Midland—That the result of the ballot does not justify affiliation;

South Western—That a decision be postponed until experience has been obtained of the reconstituted National Whitley Council.

N. Western and N. Wales—That in view of the large number unable to vote in the ballot, the comparatively narrow majority in favour of affiliation, and the need for all possible unity today, no immediate action be taken, but that the matter be considered by the first Conference after the war.

Eastern—That the ballot did not reflect the true opinion of the Association as a whole and that further consideration be deferred pending the return of members now in the Forces.

The **North Eastern** district considered that its views would be superfluous, since branches had been invited to give their opinions.

Salaries and Service Conditions

NORTH EASTERN.

After representations by the divisional officer, **Durham County Water Board** has adopted, from April 1, 1943, the following improved salary scales for the permanent male staff:

Office youths and 2nd grade clerks.—£60 at 16 and under + 15—£270 at 30.

1st grade clerks.—£270 + 15—£300, plus increments of £12 10s. after three and five years on maximum.

Senior grade clerks.—£325 + 15—£355, plus long service increments of £10 each after three years and five years on maximum.

Clerks in charge of sections.—£380 + 15—£425.

Collectors.—£162 10s. + 12 10s.—£265.

Thornaby-on-Tees B. after long negotiations and the intervention of the Ministry of Labour conciliation officer, has agreed to bring its salary scales into line with the provincial council scales up to £270 for men and grades A and B for women.

Alnwick R.D. has agreed to become a member of the provincial council.

YORKSHIRE

The divisional secretary appeared before the local appeals tribunal on behalf of an officer whose release to take up a more remunerative appointment had been refused by the national service officer. The tribunal recommended that release be granted.

The first appeal by an individual officer brought before the newly constituted appeals committee of the Yorkshire provincial council was presented by the divisional secretary. The employing authority, Wakefield corporation, was represented. The committee recommended the officer's transfer to the next grade above that previously allocated.

EAST MIDLANDS

A dispute regarding the grading of an officer at **Gainsborough U.D.** was referred by agreement to the appeals committee of the East Midland provincial council. The committee found for the Association.

SOUTH WESTERN

Burnham-on-Sea U.D. has agreed to become a constituent member of the South Western provincial council and has adopted the recommended grading and classification of posts.

Weymouth B. has adopted the South Western provincial council scales and bonus and graded the posts.

SOUTHERN

Swindon B. has adopted the South Western provincial council scales with the exception of grade D. All officers earning more than £420 are to be treated individually as "specials." Swindon has always paid for overtime, and from November 1 has revised its hourly rates as follows (rates for women are in brackets)—under 18, 1s. (9d.), 18—20, 1s. 3d. (1s.), 20—24, 2s. (1s. 6d.), 24—27, 3s. (2s.), over 27, Sections A and B and grade A, 3s. 6d. (2s. 6d.), grades B and C, 4s. (3s.).

Sunday work will be paid for at the same rates or compensatory leave granted.

A new branch has been formed at **Romsey (Hants.)** covering the borough and Romsey and Stockbridge R.D. Initial membership is 15.

Cost of Living Unchanged

The Ministry of Labour cost-of-living index was unchanged last month at 199, representing an increase of 28·3 per cent. since the outbreak of war.

PRISONERS of WAR

ROYAL NAVY H.M. FORCES OVERSEAS

(INCLUDING INDIA BUT EXCLUDING P.O.W. IN JAPANESE HANDS)

DUTY FREE CIGARETTES & TOBACCO

cost the sender less than quarter of the ordinary prices. Packed in vacuum tins they ensure arrival at destination in perfect condition. Supplies bought over the counter are not suitably packed to stand up to hot climates, so ask your tobacconist for DUTY FREE particulars and he will arrange to despatch a single parcel or, if desired, a standing order at regular intervals. In case of difficulty write to us. All that is necessary is to send us the rank, name and full address of the member of H.M. Forces (or Prisoner of War, as the case may be) telling us what to send and enclosing P.O. for the appropriate amount indicated below. The parcel will be despatched immediately on receipt of your instructions, including a greetings card, with your name and address as sender.

P.S. Include Regimental or Prisoner-of-War number of the Addressee.

PLEASE WRITE IN BLOCK LETTERS

EXAMPLES (Prices include postage)

	Prisoners of War		H.M. Forces Overseas and the Royal Navy.	
FOUR SQUARE TOBACCO	½ lb.	1 lb.	½ lb.	1 lb.
(Yellow, Green, Brown or Purple Squares)	4/-	8/-	4/9	8/9
(Red or Blue Squares)	5/-	10/-	5/9	10/9
FOUR SQUARE CIGARETTES (50's vac.)	200 5/4	400 10/8	200 6/1	400 11/5

FOUR SQUARE

Tobaccos and Cigarettes

G. DOBIE & SON, LTD., (Duty Free Dept.), 9 CAUSEYSIDE STREET, PAISLEY, SCOTLAND

QUICK MARCH

into Keith Bradbury's and assure yourself of lasting benefit from your coupon outlay, by taking advantage of the K.B Plan for obtaining West End clothes at Cash Prices on dignified, practical, and convenient Credit Terms.

The K.B Cash-Credit Plan for Clothes

enables you to obtain at *cash prices* West End clothes *as you want them*, but limits your liability to an agreed regular payment. Your first payment immediately establishes a continuous credit of twelve times its value, and you can order to the full amount of this credit *at once* if you like. And you can *go on ordering* up to your credit limit, so that if your payment is, say, £1 a month, you can obtain £24 worth of clothes during the next twelve months.

LADY LOCAL GOVERNMENT OFFICIALS

are also invited

to take advantage of the K.B Cash-Credit Plan for the purchase of tailor-made Suits and Coats, Costumes, Skirts, Furs, Fur Coats and accessories.

OFFICERS

in H.M. Forces are finding the K.B Cash-Credit Plan very convenient for ordering and replacing Uniforms, etc.

Men's Suits and Overcoats from 11 gns. Hats, Shoes, Shirts, Haberdashery—almost everything a man wears and uses—as reasonably. Branded goods at advertised prices.

Ask for the K.B SKETCH BOOK

(*price one penny*)

which is fully illustrated and tells you all about the K.B Cash-Credit Plan. Call, phone REGent 0015, or write to

Keith Bradbury

Civil, Military and Naval Tailors and Outfitters

137-141 REGENT STREET, W.1

also at 15 Westover Road, Bournemouth

Established 1925 *Issued by Keith Bradbury, Ltd.*

WINTER WARMTH

'Phone: South Godstone 2165

Warm and cosy even in the coldest weather. A Good quality Fur Coat is Best Money and coupon value.

5% Discount to You 5%

Send 2d. for this and next issue of our Catalogue to-day!

PROTECTIVE MONTHLY PAYMENT TERMS.

DEPARTMENTS: Jewellery, Watches and Clocks, Plate, Cutlery, Ladies' Clothing, Furs, Fur Coats, Lingerie, Footwear, Furnishings.

No. 204 Striking Mink Coney Coat. Note attractive sleeves. From **£20.**

Monthly 30/-

No. 4015. Gent's 9ct. Gold Watch. Heavy Case, Leather Strap. **£24 10s.**

Monthly 50/-

E. J. FRANKLAND & CO., LTD.

(DESK L.), MARLE HOUSE SOUTH GODSTONE, SURREY.
LONDON SHOWROOM: NEW BRIDGE STREET HOUSE (Opposite P.O.). NEW BRIDGE STREET, LUDGATE CIRCUS, E.C.4.
Hours of Business: 9-4. Saturday 9-12. 'Phone: CEN. 2188.

NETHWAY Private Hotel, FALKLAND ROAD. **TORQUAY**

IDEAL SITUATION. SEA VIEWS. HOT & COLD WATER IN EVERY BEDROOM. **TERMS 3 GNS. to 4 GNS.** **MRS. C. A. WILLIAMS**
(Son a "Nalgoite," Torquay Branch).

SHORT STORY WRITING.—Send 2½d. stamp for "Stories that Sell Today" (a special bulletin) and prospectus of world-famous course.—**Regent Institute (Dept. 190k), Palace Gate, W.8.**

MONOMARK.—Permanent confidential blitzproof London address. Letters redirected immediately, 5/- p.a. Royal patronage.—Write: **BM/MONO84, W.C.1.**

BOOK-KEEPING AND ACCOUNTANCY.—Expert postal tuition. Fee 5/- monthly. Success assured at any Public Final Exam. Booklet testimonials (Stamp).—**City Correspondence College (LGS), 21, City Road, E.C.1.**

DUTTON ONE-WEEK SHORTHAND is learnt in twelve 2-hour postal lessons. Send 3d. in stamps for first lesson to:—**G. S., 92, Great Russell Street, London, W.C.1.**

PLAY THE PIANO NOW—by a Master Method that makes Perfect Pianists and Master Musicians in a quarter of the usual time, at a fraction of the usual cost.—**Mr. Percy Fenn-Macklin, Dominion House, Bartholomew Close, E.C.1.**

CHARTERED SECRETARY (qualified Commercial Teacher) offers private postal individual tuition for the professional secretarial examinations (A.C.I.S. or A.C.C.S.); also for Commercial Teacher's Diplomas in shorthand, typewriting or book-keeping. Moderate fees.—**Box No. L.G.S.101, c/o DARBY'S, 24-26, Black Friars Lane, London, E.C.4.**

SABELL & CO. (Dealers in Stationery Sundries)

Wish to announce they HAVE REMOVED TO:

22, BROMSGROVE STREET, BIRMINGHAM 5

BE TALLER! CLIENTS GAIN 1 to 6 INS. Increased my own height to 6ft. 3¾ ins.

ROSS SYSTEM NEVER FAILS

Fee £2 2s. complete. Details 6d. stamp.

D. MALCOLM ROSS Height Specialist, BM/Hyte, London, W.C.1.

Post this Coupon Without obligation, send me details of Ross System. I enclose 6d. stamp.

Name.....

Address.....

NATURAL **Skunk**

Still the best value for money and coupons, our selection of good Furs maintains a high standard in skins and workmanship.

Illustrated is one example from our List, which will be sent on receipt of stamp.

FURS SENT ON APPROVAL

DEFERRED TERMS

arranged over 12 months if desired, without extra charge.

UNITED FUR FACTORS

20, Piccadilly Mansions
(17, Shaftesbury Avenue)
Piccadilly Circus, London, W.
Phone: Gerrard 3263

Thousands of School of Accountancy Students have risen from the ranks to

SUCCESSFUL CAREERS

J. D. C. MACKAY Principal

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Heads of Departments, Stores Controllers, Cashiers, Local Government Officers—Municipal & County Council Treasurers & Accountants, Secretaries, Public Assistance Officials, Departmental Chiefs, Chief Clerks—and in other Executive Appointments at

SALARIES FROM £300 to £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 180 page FREE GUIDE to Careers

which is the most valuable book on Careers in Commerce, Industry, Banking, Insurance and Local Government Service ever published.

Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the brilliant and inspiring records of The School's Students, certified by a Chartered Accountant, in every branch of administration and in Matriculation, Professional and Commercial Examinations. Courses in Business Training for youths and young ladies are featured in the Guide. Learn how you can obtain the benefit of the Principal's advice on your career free.

The School provides the most efficient postal tuition for all University Matriculation and Entrance Examinations, all Preliminary Examinations of Professional Societies, and the B. Com. Degree.

THE SCHOOL OF ACCOUNTANCY

100 REGENT HOUSE, GLASGOW, C.2
SHELL HOUSE, JOHANNESBURG

PICKLES and SAUCES FOR THE NATION

Before the war there came via the humble sauce bottles and pickle jars of British Co-operators an abundance of tropical fruits, exotic spices and rare herbs. To-day these appetite-arousing delicacies from far-off lands are, of course, in short supply. But the same skilled care and thoughtful attention go to the making of those varieties of C.W.S. Pickles and Sauces which are available for the satisfaction (and profit) of 9,000,000 co-operators.

CO-OPERATIVE WHOLESALE SOCIETY LTD

GN 1051 T

A TYNE BRAND PRODUCT

GREAT RUSH FOR THE CANTEEN!

CANTEENS EVERYWHERE SELL 'SO-TAIST-EE' THE THREEFOLD EXTRACT (BEEF · VEG · YEAST)

No palate can resist the flavour of So-Taist-Ee! It's made from the finest beef extract and specially prepared yeast extract blended with other vegetable ingredients.

A full cup of beverage needs only *half-a-teaspoonful* of So-Taist-Ee; it's fine for sandwiches and invaluable for cooking purposes. Points-free, 10½d., 1s. 4½d., 2s. 9d. and 5s. 3d. Obtainable everywhere. Larger sizes for Canteens, Restaurants, Institutions, etc.

A POCKETFUL OF VIGOUR! *Slip a packet of sandwiches spread with So-Taist-Ee Extract into your pocket, and you'll have an appetising meal just when you want it!*

SO-TAIST-EE THREE-FOLD EXTRACT

BEEF · VEG · YEAST

★ *Other famous TYNE BRAND PRODUCTS include: Fish and Meat Pastes; Sliced Sweet Chutney; Tinybest Soups; Rocambert Continental Mustard.*

TYNE BRAND PRODUCTS LTD., NORTH SHIELDS

EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)
Meat and Food Inspector
Relieving Officer
Institution Officers
Clerical Assistants
A.R.V.O. ● A.M.I.C.E.
Inst. M. & Cy. Engineers
College of Preceptors Certifs.
London Matric. & B.Sc. (Eng.)
Chartered Surveyors' Institution
A.R.San.I., M.R.San.I.
Diploma M.R.I.P.H.H.
Chart. Institute of Secretaries, etc.
A.M.I.Mech.E., A.M.I.E.E.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- **Fees are inclusive of latest editions of all necessary standard text books.**
- **All fees may, where desired, be paid by moderate monthly instalments.**
- **All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.**
- **Our Pass Record in all examinations is consistently well over 90 per cent, and includes many top places.**

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide, which will be gladly sent free and without any obligation whatever on your part, while stocks last.

CHAMBERS COLLEGE

Dept. 212
148, HOLBORN
LONDON, E.C.1

COUPON

CHAMBERS COLLEGE (Dept. 212)
148, Holborn, E.C.1.

Please send me your MUNICIPAL GUIDE

NAME.....

ADDRESS.....

.....

Exam. in which interested.....

.....

(Id. stamp only required if unsealed)

20% DISCOUNT still applies

In war-time as in peace, the discount in general remains unaffected, with but the exception of a few lines where the discount does not apply. The good-will between Winegartens and their customers established in happier days is strengthened during these trying times. Winegartens were pleased to allow the discount before, and happier still to offer it now, when it means so much more to their friends. The discount also applies to members now serving with H.M. Forces. Apply for Privilege Ticket, mentioning your official dept.

Help your country win the War
Bring your Old Gold out of store

TURN YOUR OLD GOLD INTO WAR WEAPONS
The money that can be obtained by disposing of unwanted Jewellery, Old Gold, etc., could be patriotically put into War Savings. "Do not leave it forgotten in the drawer, when it can be invested to earn, and help win the War."

ENGAGEMENT RINGS

Whatever your style or fancy, the Winegarten selection is one of the largest in the Country. Value is the keynote. Variety a speciality. The same large choice available for Wedding and Signet Rings.

WATCHES

Winegartens' watches are renowned throughout the Empire. Stocks are very limited, and in the interests of National Economy a new watch should only be bought as a necessity. If your old watch can tide you over, keep it in service. Before discarding send it to us, and we will be pleased to advise you whether to have it repaired or otherwise.

CUTLERY

Cutlery in our usual pre-war grades and standards, still procurable in well-made cases.

CATALOGUES

Owing to paper restrictions, the issue of catalogues has been suspended. Winegartens' stocks are very comprehensive. A personal visit is recommended, but orders by post can be concluded with equal satisfaction. Write us your requirements as detailed as possible, and we will answer with particulars and quotations. Goods ordered by post, if not suitable, money refunded in full.

HOURS OF BUSINESS :
Dec. : Monday to Friday, 9.30 a.m. to 4 p.m. Saturday and Sunday closed all day.

WINEGARTENS 157·BISHOPSGATE LONDON·E·C·2
TELEPHONE : BISHOPSGATE 1786 (2 LINES)

AN AUTHORITATIVE 100 pp.
GUIDE TO CAREERS
(SENT FREE ON REQUEST)

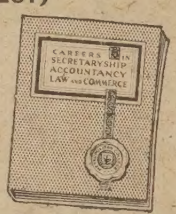
is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, London University Degrees, **DIPLOMA IN PUBLIC ADMINISTRATION**, and many (non-exam.) Courses in business subjects, etc.

INVEST IN YOURSELF—IT PAYS!

Write to-day for the FREE "Guide to Careers," which shows plainly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.



METROPOLITAN COLLEGE
(G3/2), ST. ALBANS

FINE FURNITURE

In spite of present day difficulties and loss of stocks through enemy action, we are still able to offer a huge selection of well-made furniture and upholstery at both our London and Manchester showrooms

- *Your inspection is invited without any obligation to purchase*
- *Our showrooms are open each weekday until 6 p.m. (Saturdays included)*
- *Facilities for storage on special terms (if required) are available to Union Members ordering now.*

Utility Furniture now available.

ALEXANDER DAVIS

LONDON - 151 & 153 CURTAIN ROAD, E.C.2
Tel. : BISHOPSGATE 6101

MANCHESTER - 40 PORT STREET, PICCADILLY
Tel : CENTRAL 0638

DUNLOP & RANKEN LTD LEEDS
Tel. 27301 (20 LINES)

FOR EVERYTHING IN STEEL

Printed and published by THE AMALGAMATED PRESS, LTD. (Printing Works), Sumner Street, London, S.E.1, for the Proprietors, THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS, 27, Abingdon Street, Westminster, S.W.1.